

Vermont Mental Health Performance Indicator Project

DDMHS, Weeks Building, 103 South Main Street, Waterbury, VT 05671-1601 (802-241-2638)

MEMORANDUM

TO: Vermont Mental Health Performance Indicator Project
Advisory Group and Interested Parties

FROM: John Pandiani
Monica Simon

DATE: October 12, 2001

RE: Employment of CRT clients

Employment is one of the top two priorities for client outcomes the adult unit would like to see the statewide system deliver. The competitive employment of recipients of community mental health services has also been recognized as an important indicator of community mental health program performance on the national level. The NASMHPD Performance Measures for Mental Health Systems (<http://www.rdmc.org/nri/document.htm>) recognized that:

"For payers, this is the payoff. The ultimate "so what?" Monitoring this outcome for populations with mental illness... is critical. [While] mental health programs cannot be held responsible for employment, ... this is a critical objective and mental health services should have some impact. This was considered a critical outcome to track."

The Vermont Division of Mental Health has recently begun to measure the employment status of individuals enrolled in its Community Rehabilitation and Treatment (CRT) programs for adults with severe and persistent mental illnesses. This ongoing program evaluation initiative involves collaboration between Vermont's Departments of Developmental and Mental Health Services (DDMHS) and Department of Employment and Training (DET). This initiative utilizes a combination of the DDMHS and DET databases to measure employment and average wages for CRT clients. DDMHS databases include client and service information submitted by designated agencies on a monthly basis. DET databases include employee and wage information submitted by employers in conformance with state and federal unemployment laws. Certain workers are not included in the DET database: self-employed individuals, firm owners not incorporated, and the following employee groups such as elected officials, nonprofit religious, charitable and educational organizations, unpaid family members, farm (with some exceptions), and railroad employees.

The attached tables provide employment rates and average wages earned by CRT clients aged 18 - 64 who were served during any part of calendar 2000; the data include all employment reported for calendar 2000. A substantial number of CRT clients were employed during the year. Overall, 30% of all CRT clients had at least some reportable income during the year. Rates of employment were somewhat higher for men than for women, and for younger clients than for older clients. Young men had the highest employment rates. More than 50% of male

CRT clients under 30 years of age were employed at some time during the year under examination. Women in the 45-64 year age group had the lowest employment rate (18%).

There were substantial differences in rates of employment for clients at Vermont's ten CRT programs. The proportion of CRT clients who had at least some reportable paid employment during 2000 ranged from a high of 46% in Lamoille County to less than 25% in Rutland County and the Northeast Kingdom. Average wages per client for the year (including both employed and unemployed clients) ranged from more than \$3,000 in Lamoille County to less than \$1,000 in Southeastern Vermont.

This is a new outcome monitoring initiative that is being reviewed by the Mental Health Division and the designated agencies. Some have expressed concern that the exclusion of self-employed individuals and individuals employed outside of Vermont (especially New Hampshire) may be problematic. We look forward to your comments on this approach to measuring client employment rates and your suggestions for further analyses of these data. Please contact us by e-mail at jpandiani@ddmhs.state.vt.us or by phone at 802-241-2638.

Table 1
Employment of Community Rehabilitation and Treatment Clients
In Vermont During Calendar Year 2000
By Age and Gender

		Total	Employed	
		Number	Number	Percent
Overall	Total	2,842	850	30%
	Male	1,369	445	33%
	Female	1,473	405	27%
	18-20 yrs	56	27	48%
	21-30 yrs	377	184	49%
	31-45 yrs	1,226	414	34%
	45-64 yrs	1,183	225	19%
Male	18-20 yrs	33	19	58%
	21-30 yrs	243	126	52%
	31-45 yrs	596	198	33%
	45-64 yrs	497	102	21%
Female	18-20 yrs	23	8	35%
	21-30 yrs	134	58	43%
	31-45 yrs	630	216	34%
	45-64 yrs	686	123	18%

Analysis includes Community Rehabilitation and Treatment clients aged 18 - 64 who were served during any part of calendar 2000, and includes all employment reported for calendar 2000.

This report is based on a combination of the Department of Developmental and Mental Health Services (DDMHS) and the Department of Employment and Training (DET) databases. DDMHS client data are submitted by Community Rehabilitation and Treatment Programs in conformance with contractual requirements. DET data are submitted by employers in conformance with state and federal unemployment laws. Workers who are not included are the self-employed, firm owners not incorporated and the following employee groups: elected officials, nonprofit religious, charitable and educational organizations, unpaid family members, farm (with some exceptions) and railroad employees.

Table 2
Employment of Community Rehabilitation and Treatment Clients
In Vermont During Calendar Year 2000

Clinic	Total Number Served	Employment			Wages Reported			Average Rank
		Number Employed	Percent Employed	Rank	Total Wages	Wages per Client Served	Rank	
LCMH	127	58	46%	1	\$382,319.25	\$3,010.39	1	1
NCSS	220	76	35%	2	\$541,403.08	\$2,460.92	2	2
CSAC	140	46	33%	4	\$259,056.55	\$1,850.40	3	3.5
HCHS	628	211	34%	3	\$1,053,419.02	\$1,677.42	4	3.5
CMC	121	37	31%	5	\$177,838.23	\$1,469.74	5	5
UCS	193	60	31%	5	\$240,810.98	\$1,247.73	9	7
WCMH	359	100	28%	7	\$455,364.14	\$1,268.42	8	7.5
NEK	364	84	23%	10	\$503,973.51	\$1,384.54	6	8
RMHS	292	70	24%	9	\$370,490.59	\$1,268.80	7	8
SEV	398	108	27%	8	\$391,841.51	\$984.53	10	9
Total	2,842	850	30%		\$4,376,516.86	\$1,539.94		

Analysis includes Community Rehabilitation and Treatment clients aged 18 - 64 who were served during any part of calendar 2000, and includes all employment reported for calendar 2000.

Wages per client are calculated as the average wage for all clients served, those who were employed as well as those who were not employed.

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